



Department of Defense INSTRUCTION

NUMBER 7280.3

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ASD(FM&P)

SUBJECT: Special Pay for Foreign Language Proficiency

References: (a) DoD Directive 5154.13, "DoD Military Pay and Allowances Committees," February 11, 1980
(b) Public Law 99-661, "National Defense Authorization Act for Fiscal Year 1987," Section 634
(c) Title 37, United States Code, Section 316

1. PURPOSE

This Instruction issued under the authority of reference (a), establishes policy, assigns responsibilities, and provides procedures for the administration and payment of a special pay for foreign language proficiency for qualified members of the Armed Forces.

2. APPLICABILITY

This Instruction applies to the Office of the Secretary of Defense (OSD) and the Secretaries of the Military Departments (hereafter referred to as "the Secretary concerned"). The term "Armed Forces," as used herein, refers to the Army, Navy, Air Force, and Marine Corps, to include the Reserve components.

3. DEFINITIONS

3.1. Critical Language. Any foreign language identified by the Secretary of Defense in which it is necessary to have proficient personnel because of national defense considerations. The Office of the Assistant Secretary of Defense (Command, Control, Communications and Intelligence) shall be the custodian of the critical

language list.

3.2. Language Proficiency. Level of proficiency a member possesses in a foreign language skill (listening, reading and/or speaking) as certified by the Secretary concerned.

4. POLICY

Pursuant to P.L. 99-661, Section 634 (reference (b)), Congress authorized a foreign language proficiency pay (37 U.S.C. 316) (reference (c)). In authorizing this pay, Congress intends the Secretary of Defense to determine languages that are critical to the Department of Defense because of national defense considerations and to judiciously administer the pay to eligible and qualified personnel.

5. PROCEDURES

The following procedures shall apply regarding the administration of foreign language proficiency pay (FLPP) to members of the Armed Forces:

5.1. Eligibility. FLPP may be authorized for a member of the Armed Forces who meets the following conditions:

5.1.1. Active Force

5.1.1.1. Is entitled to basic pay under 37 U.S.C. 204;

5.1.1.2. Has been certified by the Secretary concerned within the past 12 months to be proficient in a foreign language identified by the Secretary of Defense as being a language in which it is necessary to have proficient personnel because of national defense considerations; and

5.1.1.2.1. Is qualified in a military specialty requiring a foreign language proficiency; or

5.1.1.2.2. Has received training under regulations prescribed by the Secretary concerned designed to develop such proficiency; or

5.1.1.2.3. Is assigned to military duties requiring such a proficiency;
or

5.1.1.2.4. Is proficient in a foreign language for which the Department of Defense may have a critical need (as determined by the Secretary of Defense).

5.1.2. Reserve Components

5.1.2.1. Is entitled to compensation under 37 U.S.C. 206;

5.1.2.2. Meets the requirements for special pay authorized the active force, except the requirement prescribed in paragraph 5.1.1.1. The member may be paid an increase in compensation equal to one-thirtieth of the monthly special pay authorized under paragraph 5.2 for a member who is entitled to basic pay under 37 U.S.C. 204.

5.1.2.3. A member eligible for increased compensation under this paragraph shall be paid such increase for:

5.1.2.3.1. Each regular period of instruction, or period of appropriate duty, in which the member is engaged for at least two hours, including instruction received or duty performed on a Sunday or holiday; and

5.1.2.3.2. Each period of performance of such other equivalent training, instruction, duty, or appropriate duties, as the Secretary concerned may prescribe.

5.1.2.4. This paragraph does not apply to a member who is entitled to basic pay under 37 U.S.C. 204.

5.2. Amount and Method of Payment

5.2.1. The monthly rate for FLPP shall be determined by the Secretary concerned as prescribed in the following table:

<u>Foreign Language Proficiency Pay Rates</u>	<u>Amount of Pay per Month</u>
FLPP-1	\$25
FLPP-2	\$50
FLPP-3	\$75
FLPP-4	\$100

5.2.2. The minimum qualifier should be no less than level 2 for Category I

and II languages and no less than 1+ (with an additional 1 level in at least one other skill) for Category III and IV languages.

5.2.3. FLPP may be awarded for proficiency in multiple foreign languages. The monthly rate for FLPP may not exceed \$100 per member.

5.2.4. The following criteria shall be used by the Secretary concerned in awarding FLPP:

5.2.4.1. Language difficulty category (as established by the Defense Language Institute Foreign Language Center).

5.2.4.2. Minimum required proficiency levels, by skill and by language, for each applicable FLPP rate as described in paragraph 5.2.1. above.

5.2.4.3. The Services' need for proficient linguists in that language.

5.2.5. FLPP may be paid in addition to any other pay or allowance to which the member is entitled.

5.2.6. FLPP may be terminated at any time in accordance with applicable Service regulations.

6. RESPONSIBILITIES

6.1. The Assistant Secretary of Defense (Command, Control, Communications and Intelligence) shall:

6.1.1. Annually determine which foreign languages are critical based on national defense considerations.

6.1.2. Furnish the critical languages list and subsequent changes to the Assistant Secretary of Defense (Force Management and Personnel).

6.2. The Assistant Secretary of Defense (Force Management and Personnel) shall:

6.2.1. Provide overall policy guidance regarding the administration of FLPP.

6.2.2. Review Military Department implementation plans.

6.3. The Secretaries of the Military Departments shall:

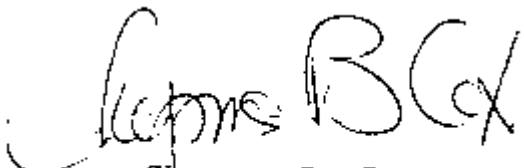
6.3.1. Annually certify members' level of proficiency.

6.3.2. Keep accurate accounting of FLPP requirements and amounts disbursed by language pay rate, and category (officer/enlisted). Data shall be provided to ASD(FM&P) 1 year after implementation of the program.

6.3.3. Comply with this Instruction.

7. EFFECTIVE DATE AND IMPLEMENTATION

This Instruction is effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Force Management and Personnel) within 120 days.



Chapman B. Cox
Assistant Secretary of Defense
(Force Management and Personnel)